

# Functional Area 43

## Human Resource Management

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Chief, FA43 Proponency  
8 April 2004

# Agenda

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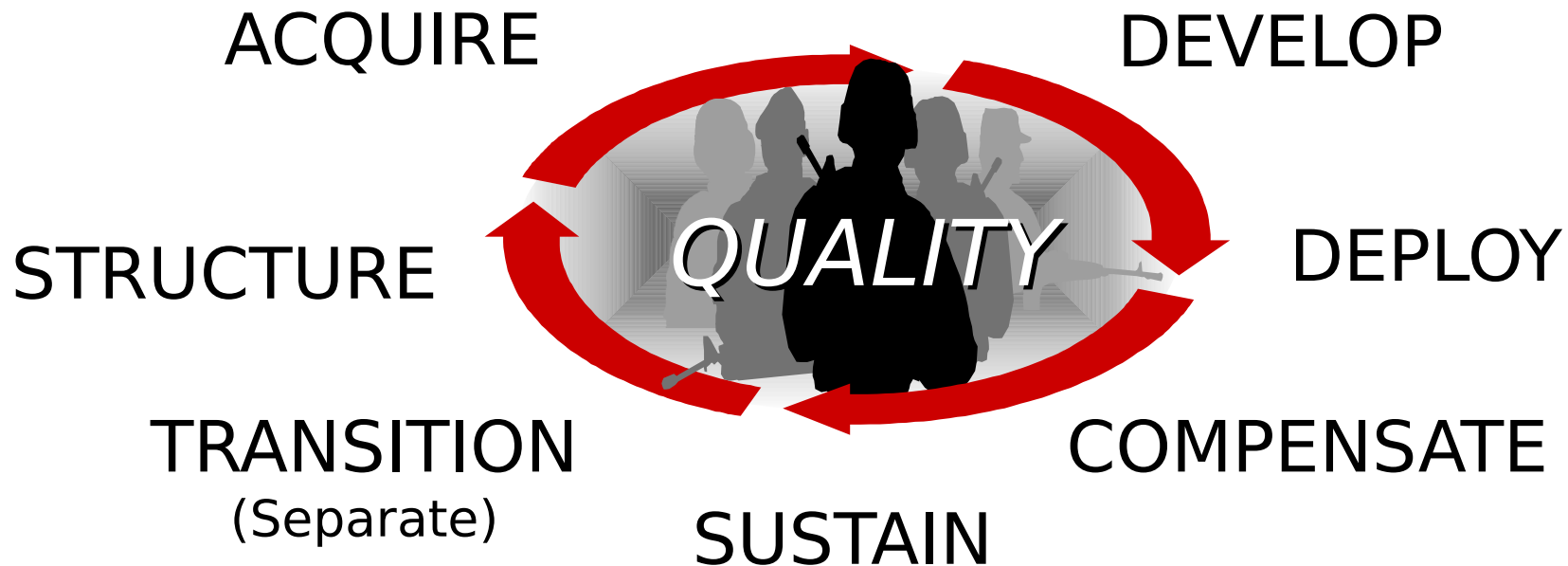
- FA 43 Proponency Office – who are we?
- FA 43 Structure – how many positions and what type?
- FA 43 Acquisition – how do we become FA 43's?
- FA 43 Distribution – where does an FA 43 get assigned?
- FA 43 Development – how do we develop institutionally, operationally, and individually?
- FA 43 Deployment – what are a FA 43's staff responsibilities and duties?
- FA43 Proponency Office Current Update &

# FA 43 Proponency



Responsible for developing personnel policies, procedures, and programs affecting all personnel life-cycle management functions as prescribed by AR 600-3, The Army Personnel

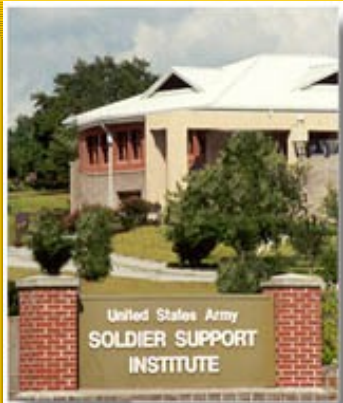
Proponent System:  
DISTRIBUTE



# FA43 Proponency Office Organization



As of August 2003



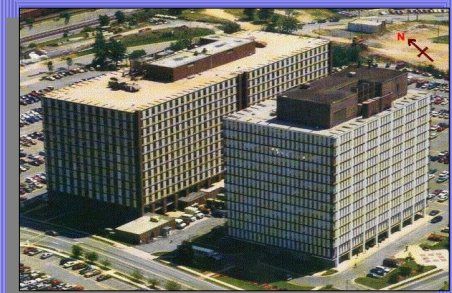
Ft Jackson, SC

**Soldier Support  
Institute**



AG School Commandant

FA 43  
Proponency Office



Hoffman Building  
Alexandria, VA

Dep Chief, FA 43  
Proponency

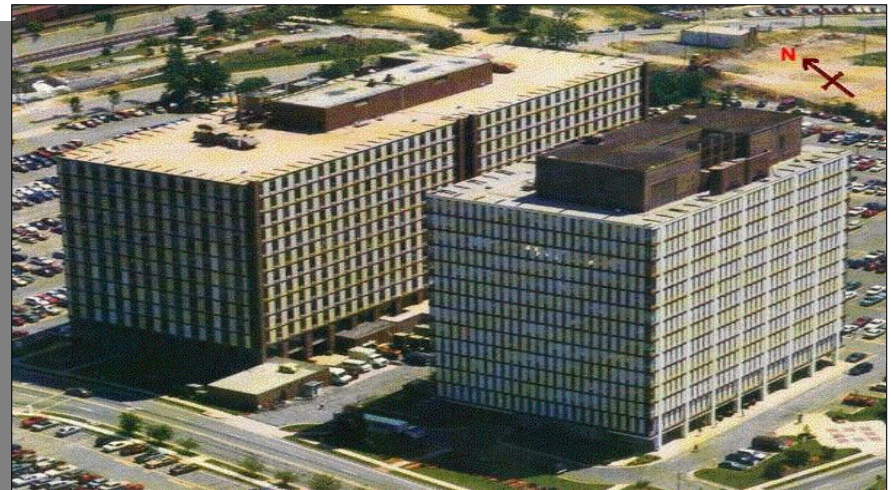
Resident & DL  
Course Director

# FA 43 Proponency Team



Chief FA 43 Proponency  
USASSI, AGS  
10000 Hampton Pkwy, Fort Jackson, SC 29207  
Phone: (803) 751-8617 DSN 734-8617

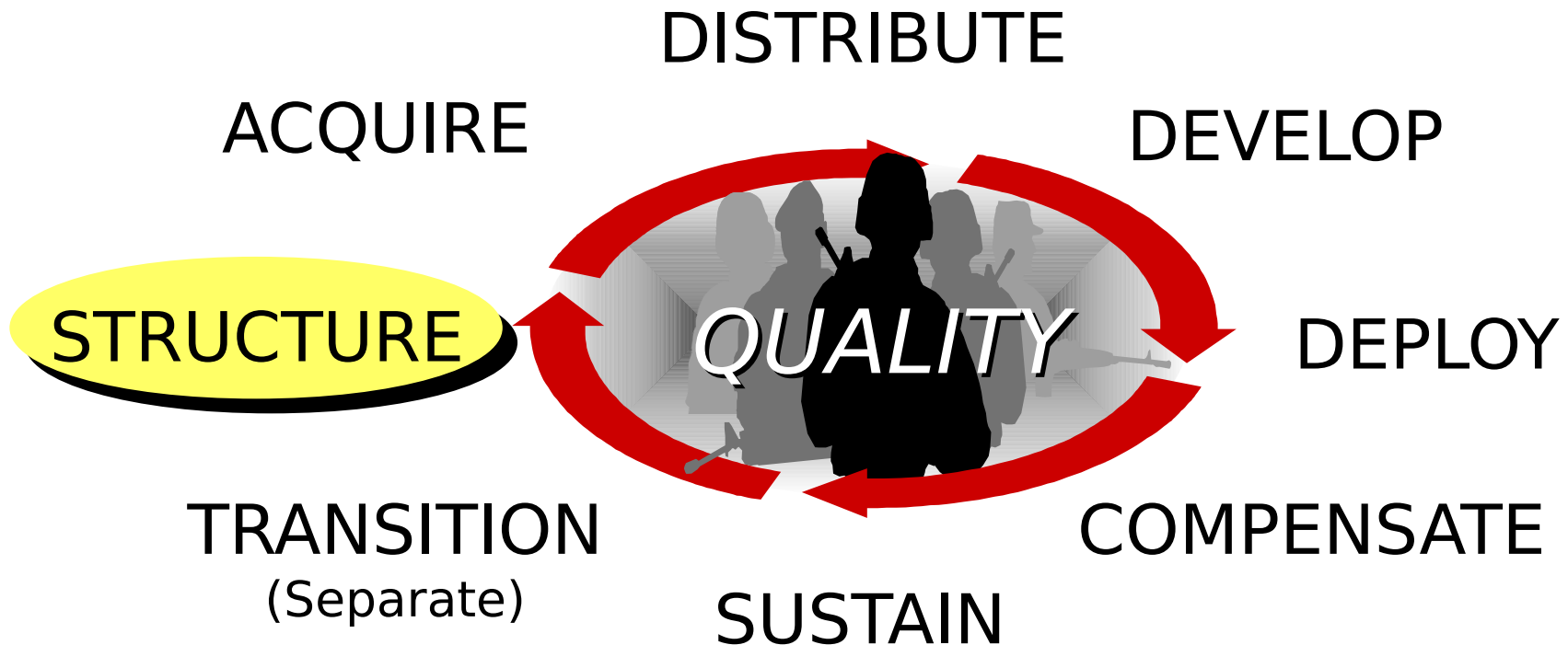
Deputy Chief FA 43 Proponency & Training  
FA 43 Course Director  
ATTN: DAPE-ZXS  
2461 Eisenhower Avenue, Room 804, Alexandria, Virginia 22304  
Phone: (703) 325-8041/5562/7278  
DSN 221-8041/5562/7278  
E-MAIL: fa43@hoffman.army.mil







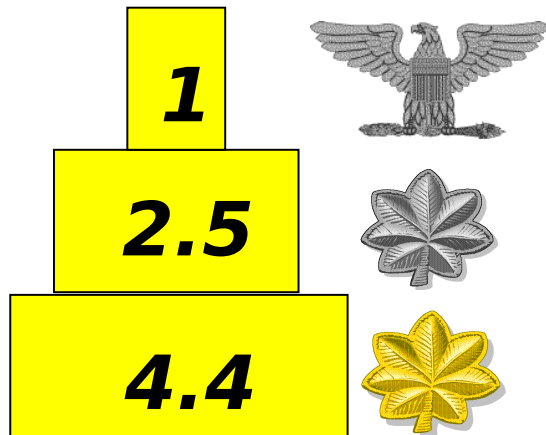
# How many 43's positions are there?



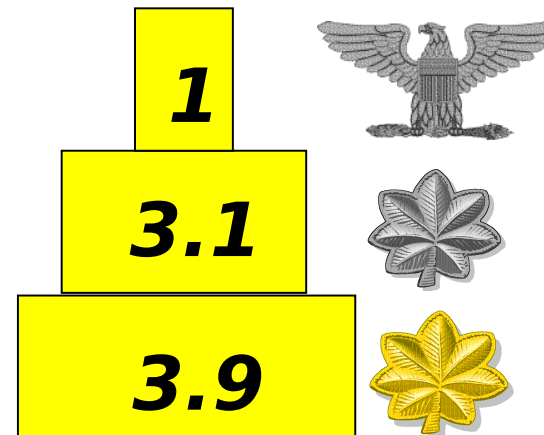
# FA 43 Structure Ratio Model



DOPMA



Goal



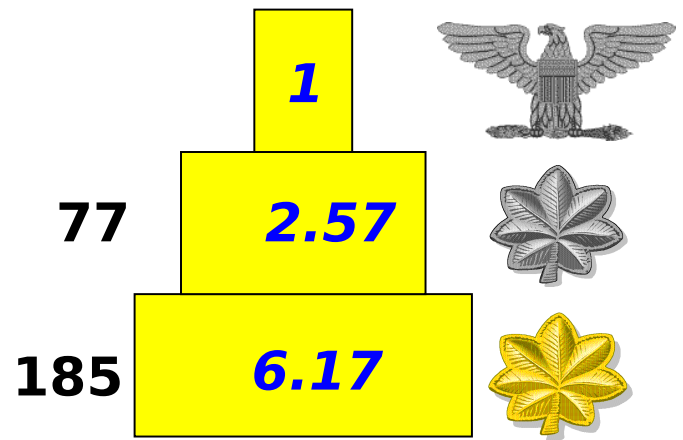
Ideal goal for current FY05 PMAD auth structure to meet OPMS III Model



# FA43 Active Component Authorizations vs Inventory

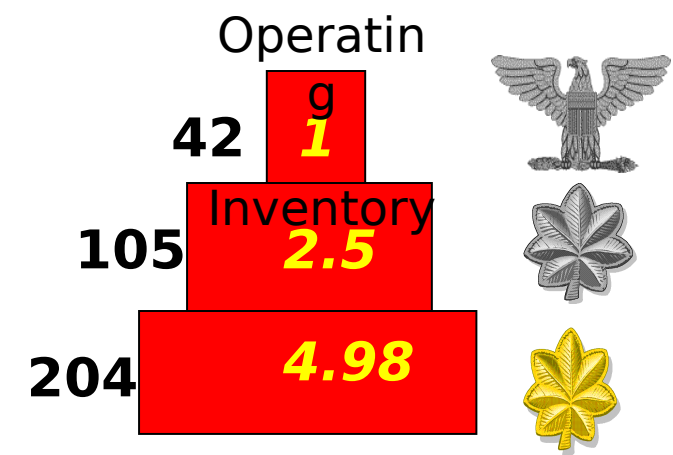
FY05

PMAD Authorizations



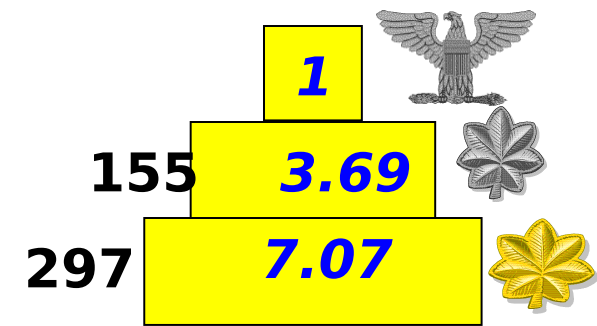
**292 Total Authorizations**

Current



**351 Total Inventory  
(As of 3 Mar 04)**

FY05  
Authorizations



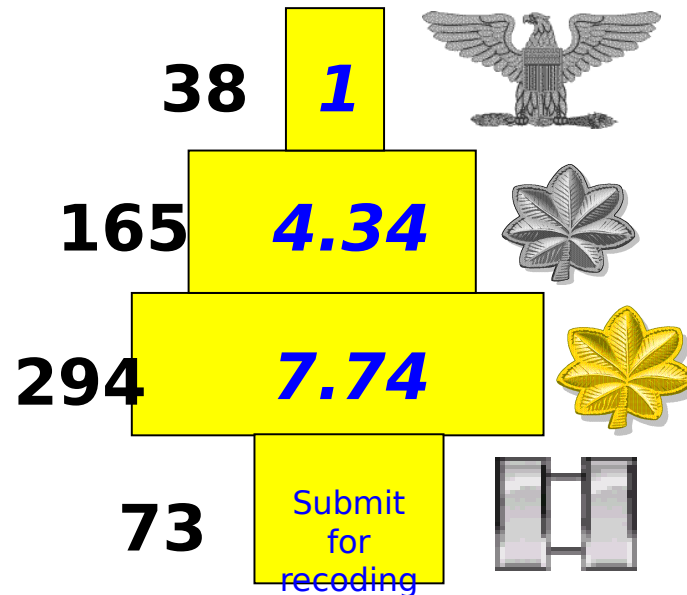
**494 Total Authorizations (-) 73 CPT Psns**



# Active Component Authorizations (COMPO 1)



## FY08 Authorizations



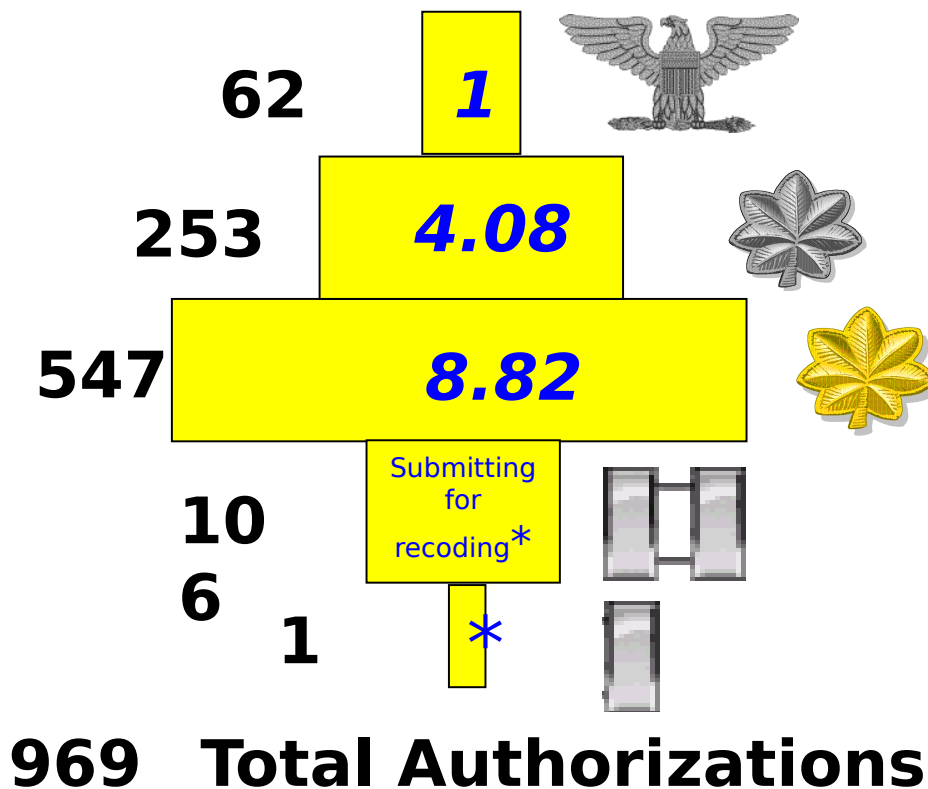
**564 Total Authorizations**

**491 Total Authorizations (-) 73 CPT psns**

# Reserve Component Authorizations (COMPO 2) (ARNG)

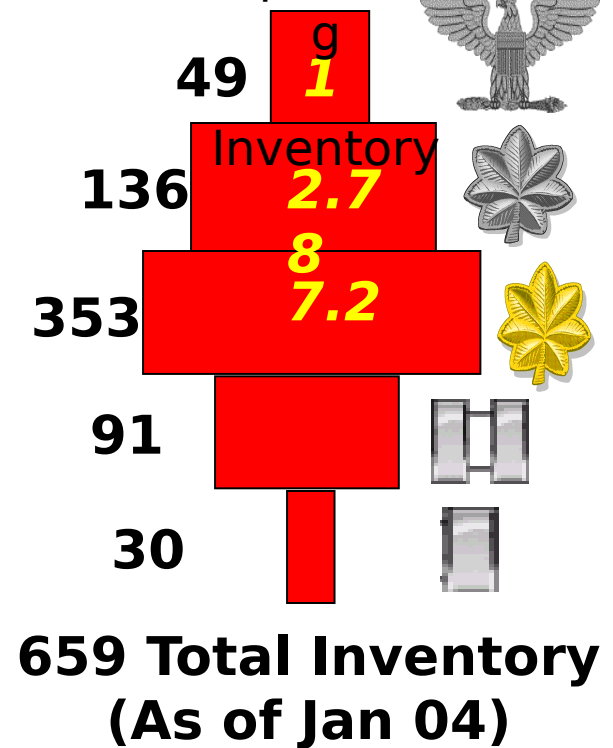


FY08  
Authorizations



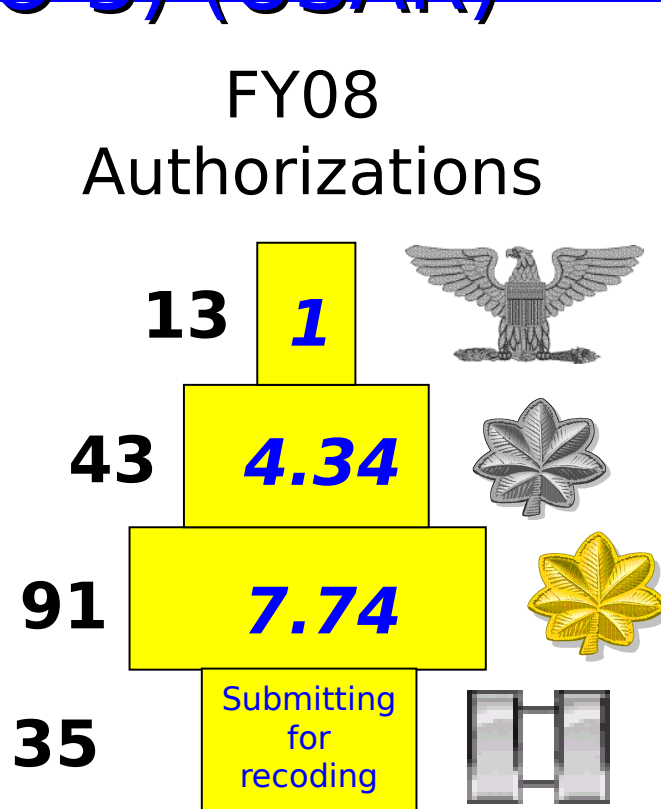
Current

Operatin

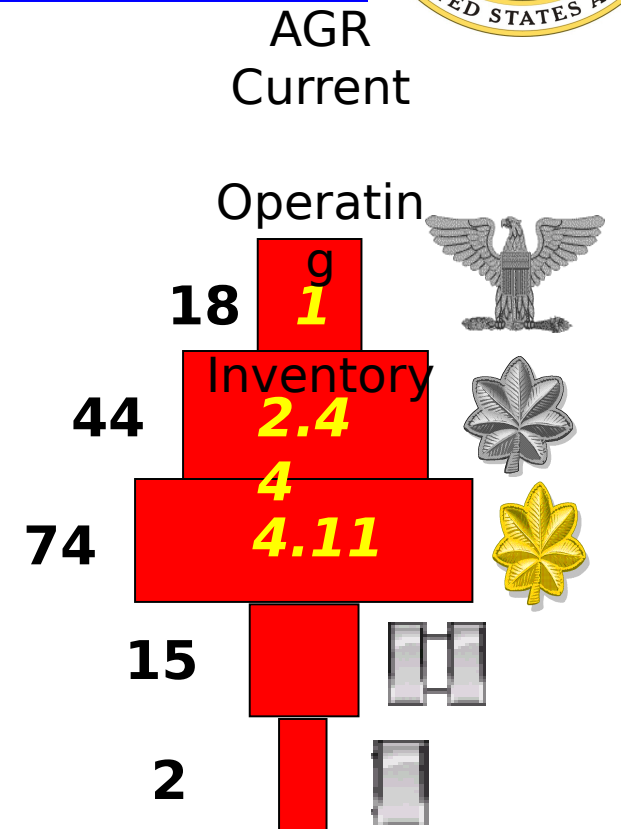


**862 Total Authorizations minus 107 CPT/LT psns**

# Reserve Component Authorizations (COMPO 3) (USAR)



**182 Total Authorizations**



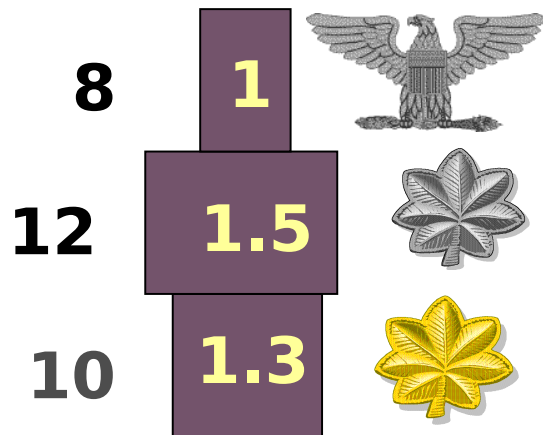
**153 Total Inventory  
(As of JAN 04)**

**147 Total Authorizations (-) 35 CPT psns**

# FA 43 Joint Duty Authorizations

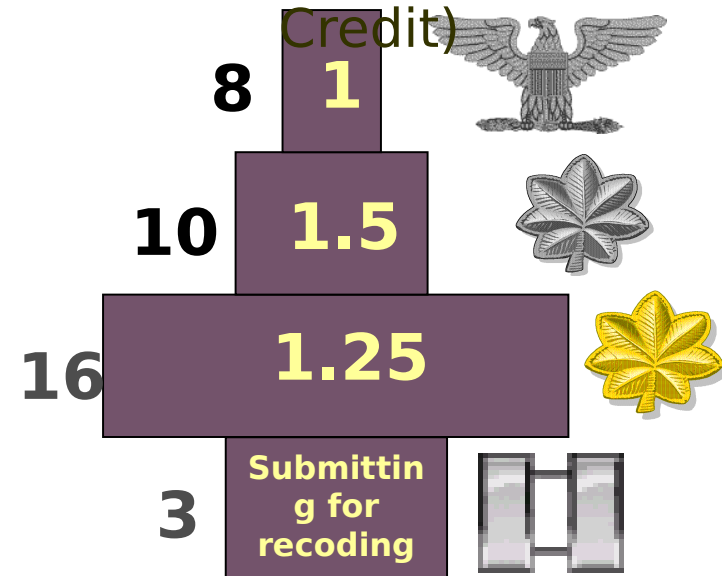


FY05 PMAD  
JDAL (Joint Credit)



**30 Total  
Authorizations**

FY05 PMAD  
Army Psns in Joint  
Organizations (NO Joint  
Credit)



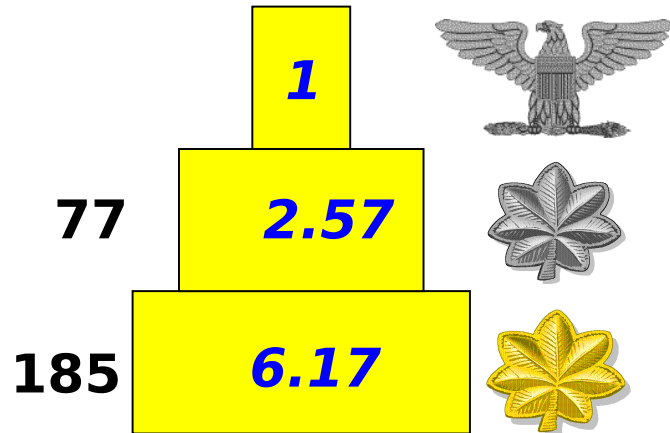
**34 Total  
Authorizations  
(-) 3 CPT Psns**



# FA43 Active Component Authorizations vs Inventory

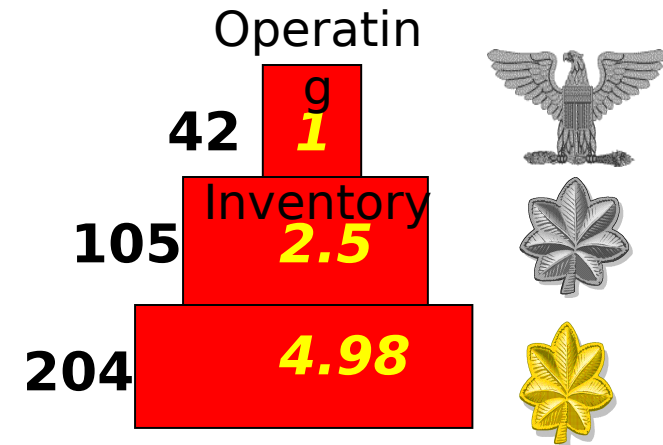
FY05

PMAD Authorizations



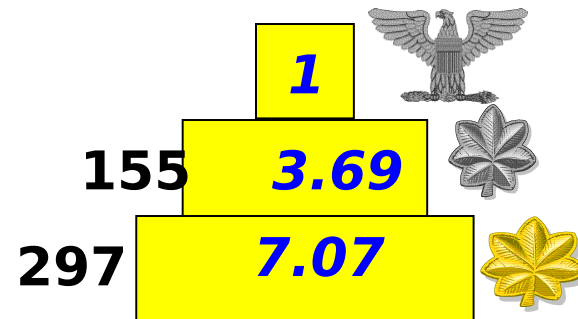
**292 Total Authorizations**

Current



**351 Total Inventory  
(As of 3 Mar 04)**

FY05  
Authorizations

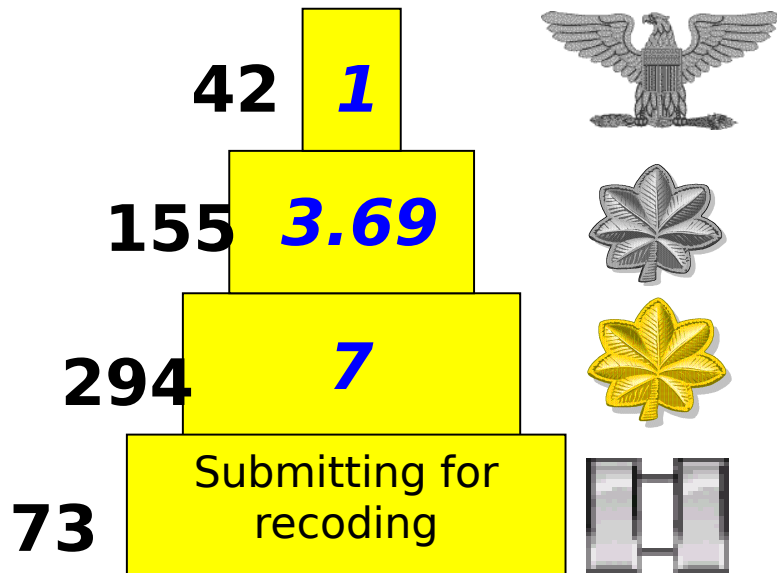


**494 Total Authorizations (-) 73 CPT Psns**

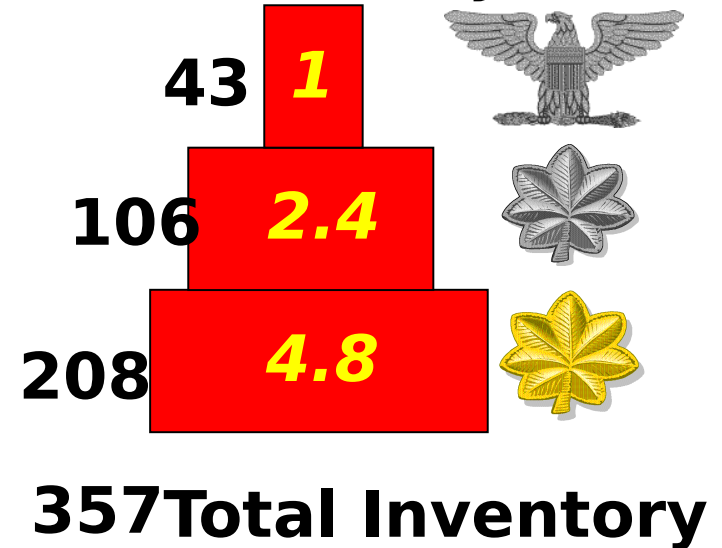


# FA 43 Active Component Authorizations (COMPO 1)

## FY08 Authorizations



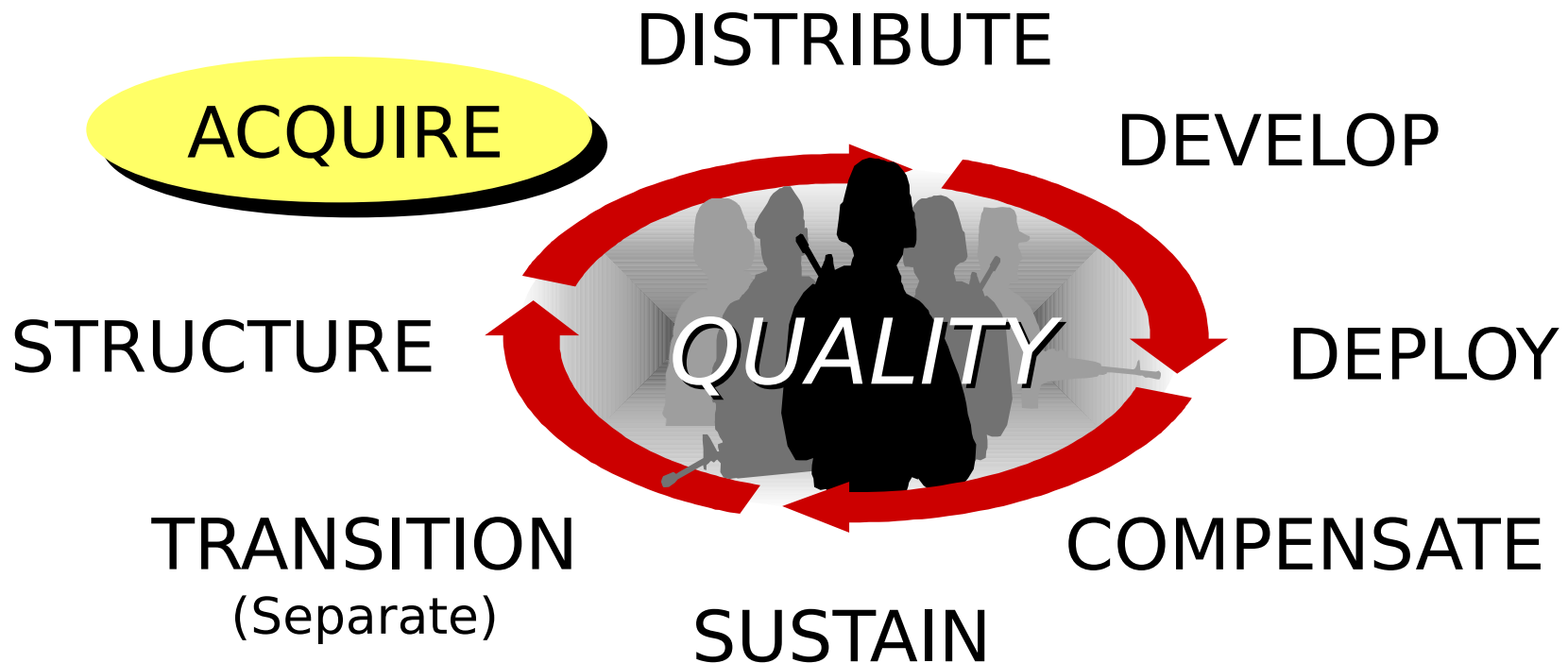
## FY05 Current Operating Inventory



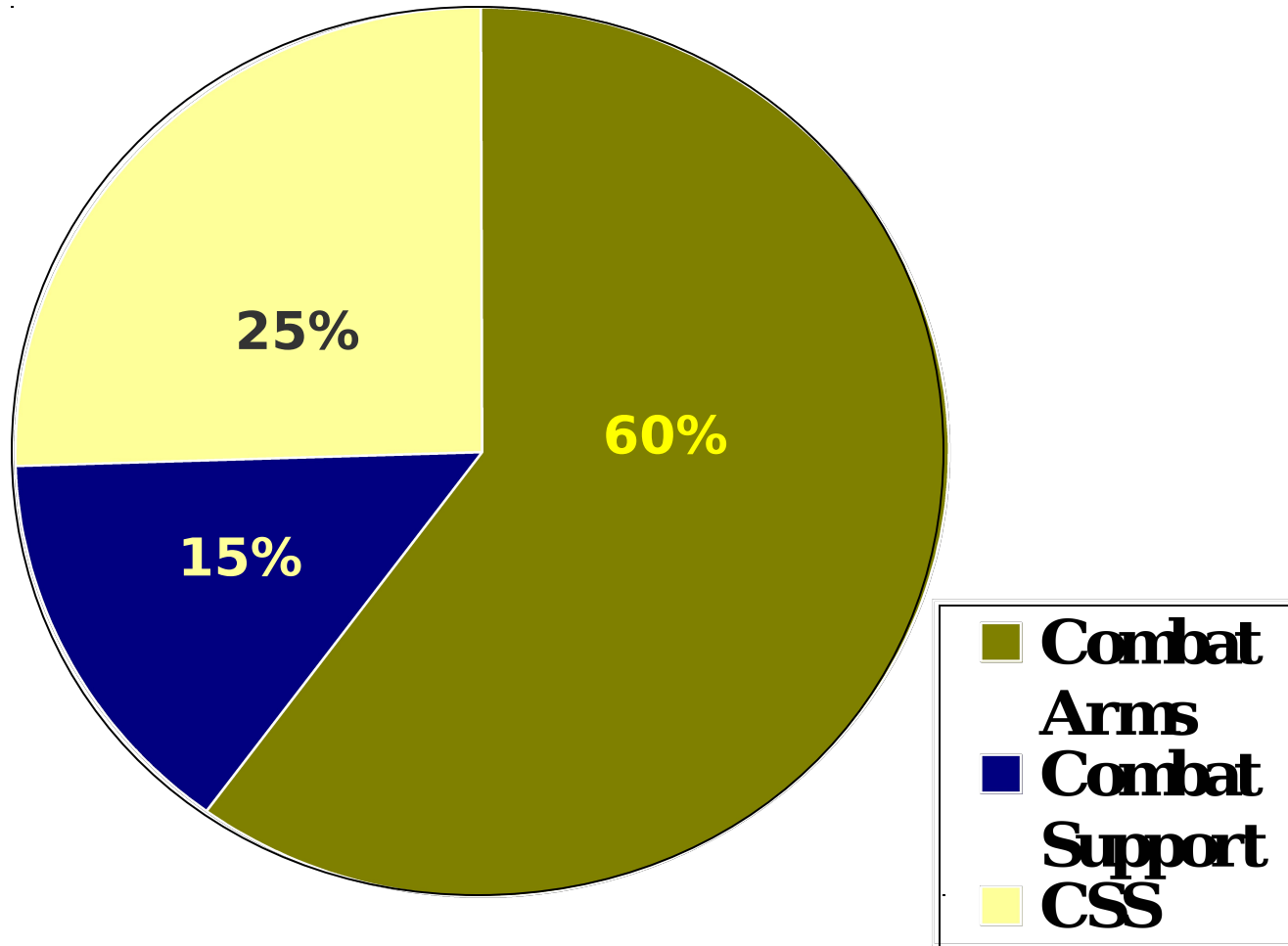
**491 Total Authorizations (-) 73 CPT psns**



# How do we become FA43 officers?



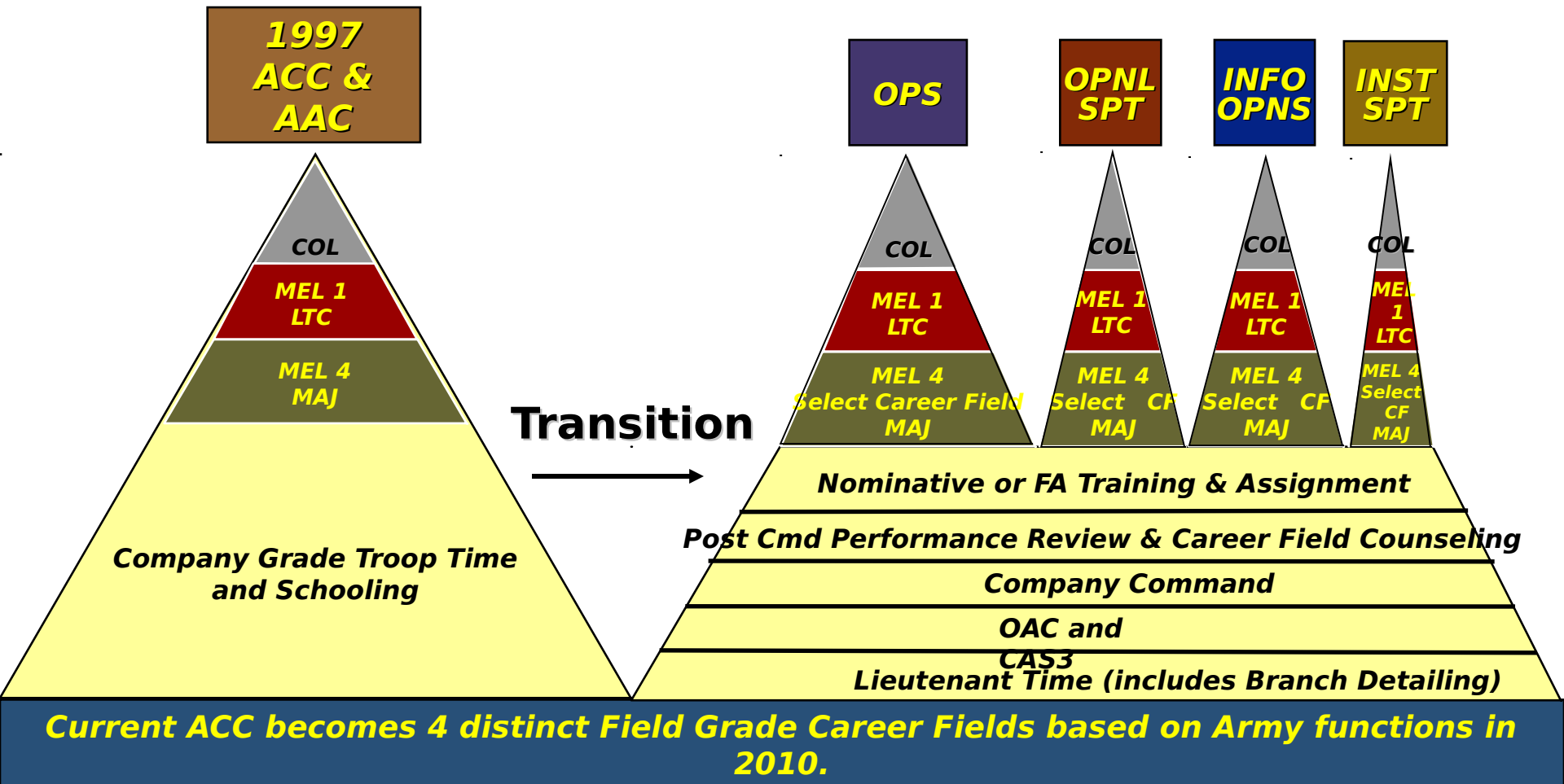
# FA 43 Current Operating Inventory Basic Branches (AC example)



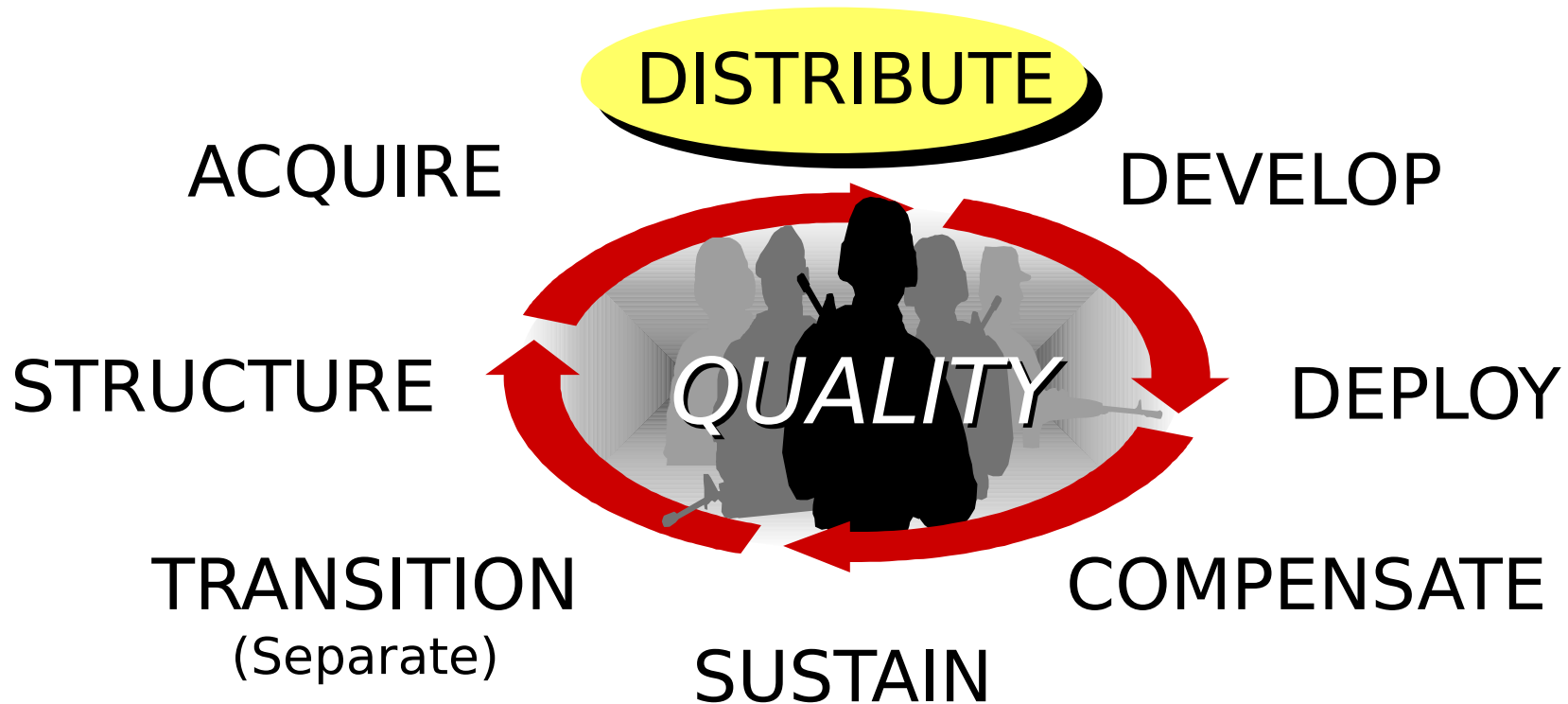
# OPMS III Career Field System



**Four Career Fields established to develop & manage Field Grade**



# How many FA43 officers are there?



# Active Component Distribution



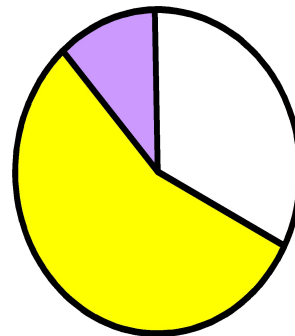
FY05 PMAD Auth

J DAL

12%

TDA

33%

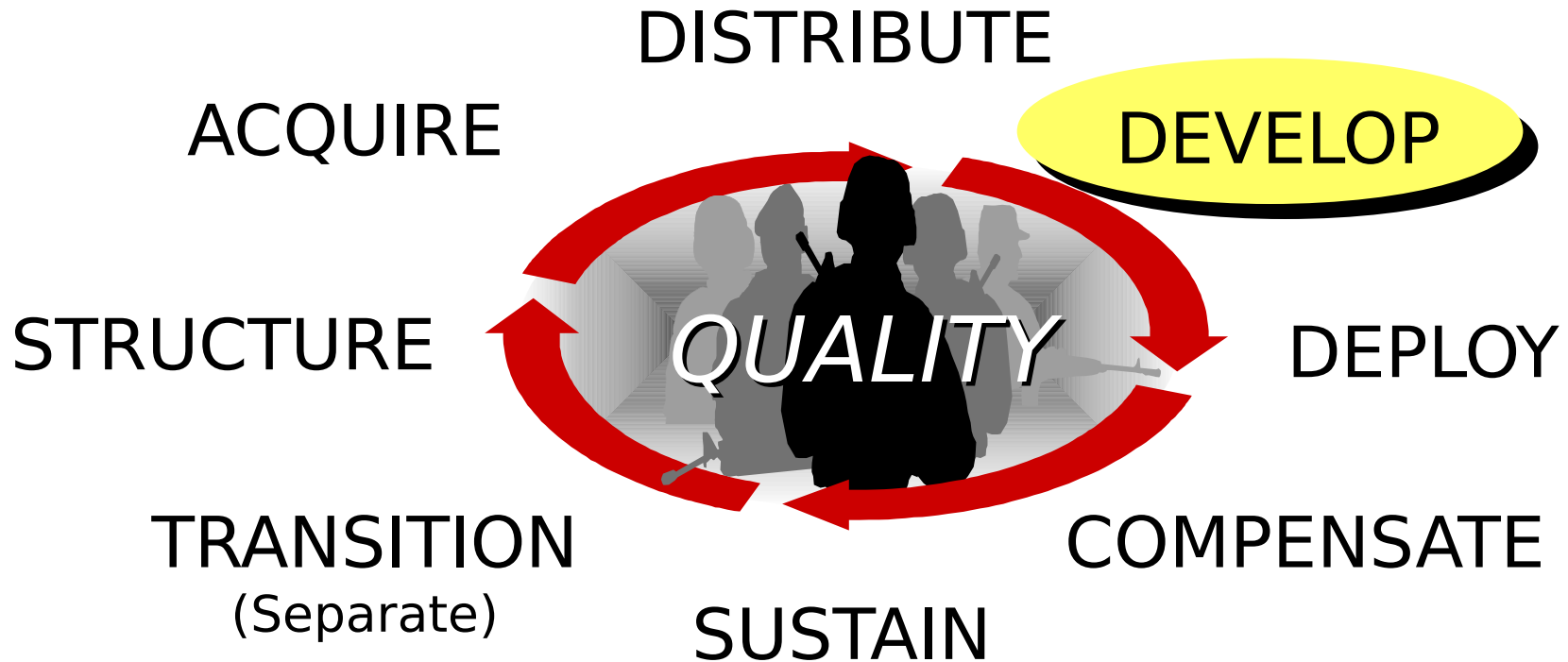


TOE

55%

	COL			LTC			MAI			MAI-COL			TTL
FA	TDA	TOE	J DAL	TDA	TOE	J DAL	TDA	TOE	J DAL	TDA	TOE	J DAL	ALL
43	21	1	7	40	26	12	35	137	15	96	164	34	294

# FA 43 Officer Development





# Institutional Development



ILE (three months)  
FA43 Qualification course  
Job and unit specific training

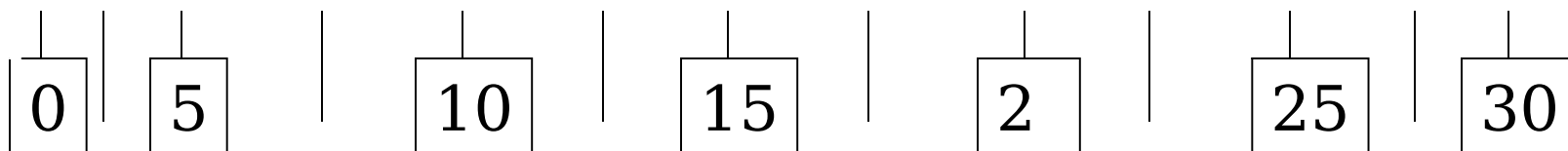


# Operational Development

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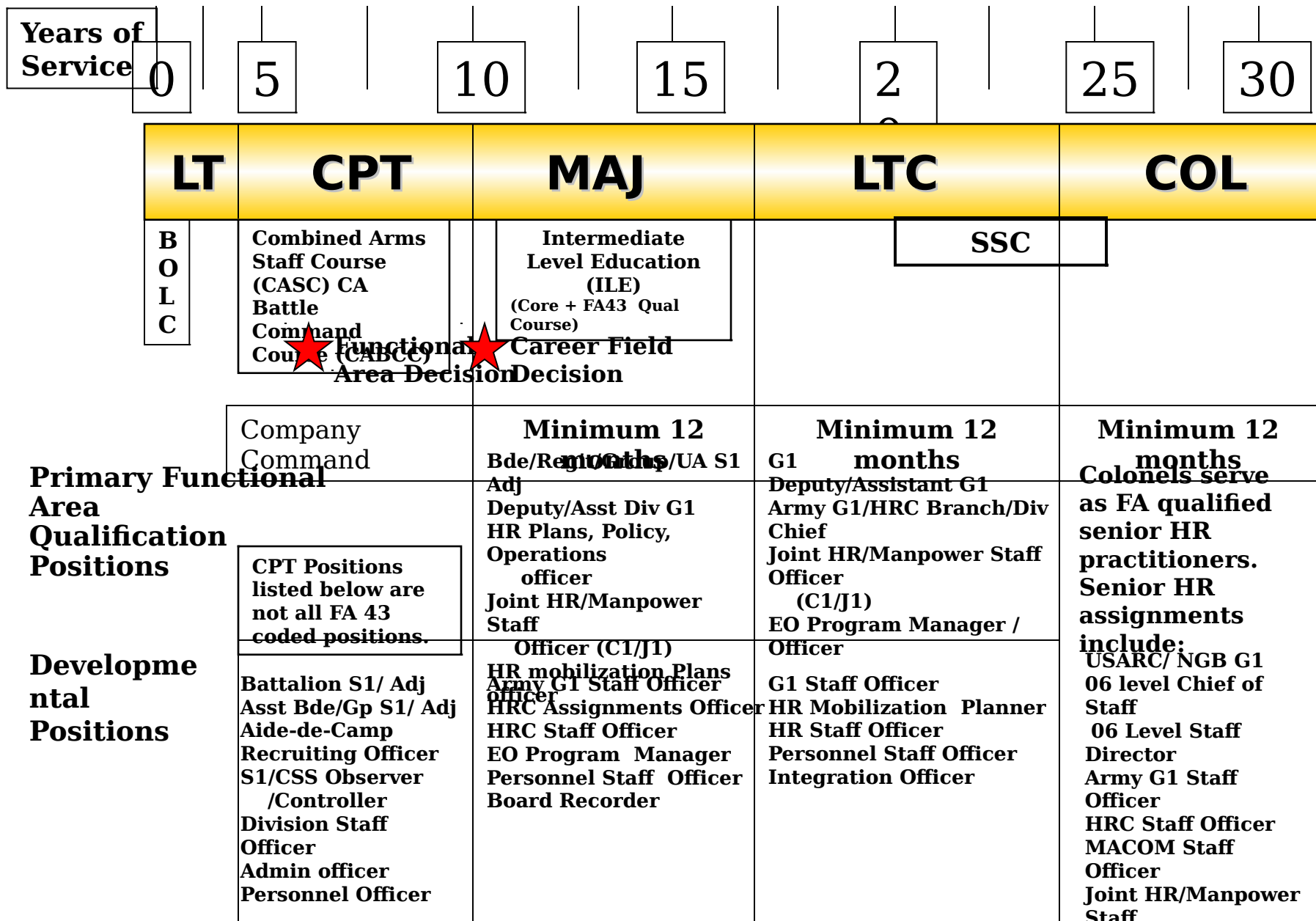


- Primary Functional Area (FA) qualifying positions
- Developmental FA positions
- EO Training
  - Officers attend DEOMI as required
- Advanced Civil Training (ACS)
  - Fully funded Advanced Civil Schooling
  - Currently 2 slots per FY
- TWI (Training w/ Industry)
  - RAND Corp
  - Utilization - Army G1



LT		CPT		MAJ		LTC		COL	
B O L C		Combined Arms Staff Course (CASC) CA Battle Command Course (CABCC)		Intermediate Level Education (ILE) (+) FA43 Qual Course		SSC			
		★ Functional Area Decision ★		Career Field Decision					
		Company Command		Minimum 24 months Bde/Regt/Brig/UA S1 Adj		Minimum 24 months Deputy/Asst MACOM G1		Colonels serve as FA qualified senior HR practitioners. Senior HR assignments include:	
Primary Functional Area Qualification Positions		CPT Positions listed below are not all FA 43 coded positions.		Deputy/Asst Div G1 Corps/MACOM HR Plans, Policy, Operations officer Joint HR/Manpower		Deputy/Assistant MACOM G1 Army G1/HRC Branch/Div Chief Joint HR/Manpower Staff Officer (C1/J1)		Dep/Asst MACOM G1	
Developmental Positions		Battalion/Sqdn S1/Adj Asst Bde/Gp/Reg't S1/Adj Personnel staff Officer Aide-de-Camp Service School or ROTC Instructor Div/Corps Staff Officer Deputy SGS CTC S1/CSS		Staff Officer (C1/J1) HRC Assignments Officer Chief, MACOM/Corps OPMD Deputy Chief FA 43 Propensity Asst Corps G1 HRC Staff Officer EO Program Manager Personnel Staff Officer EO/HR Service School instructor CTC S1 Observer/Controller Training with industry (TWI)		EO Program Manager Chief, Corps/MACOM HR Plans, Policy, Operations or OPMD HRC Staff Officer MACOM Personnel Staff Officer Service School HR Staff officer Service School EO/HR instructor, staff or faculty DA EO Officer		06 level Chief of Staff 06 Level Staff Director Army G1 Staff Officer HRC Staff Officer MACOM Staff Officer Joint HR/Manpower Staff Officer (C1/J1) Executive Officer to a Flag	

Figure 31-1 FA 43 life cycle development model (Active Component)



**Figure 31-2 FA 43 life cycle development model (Reserve Component)**

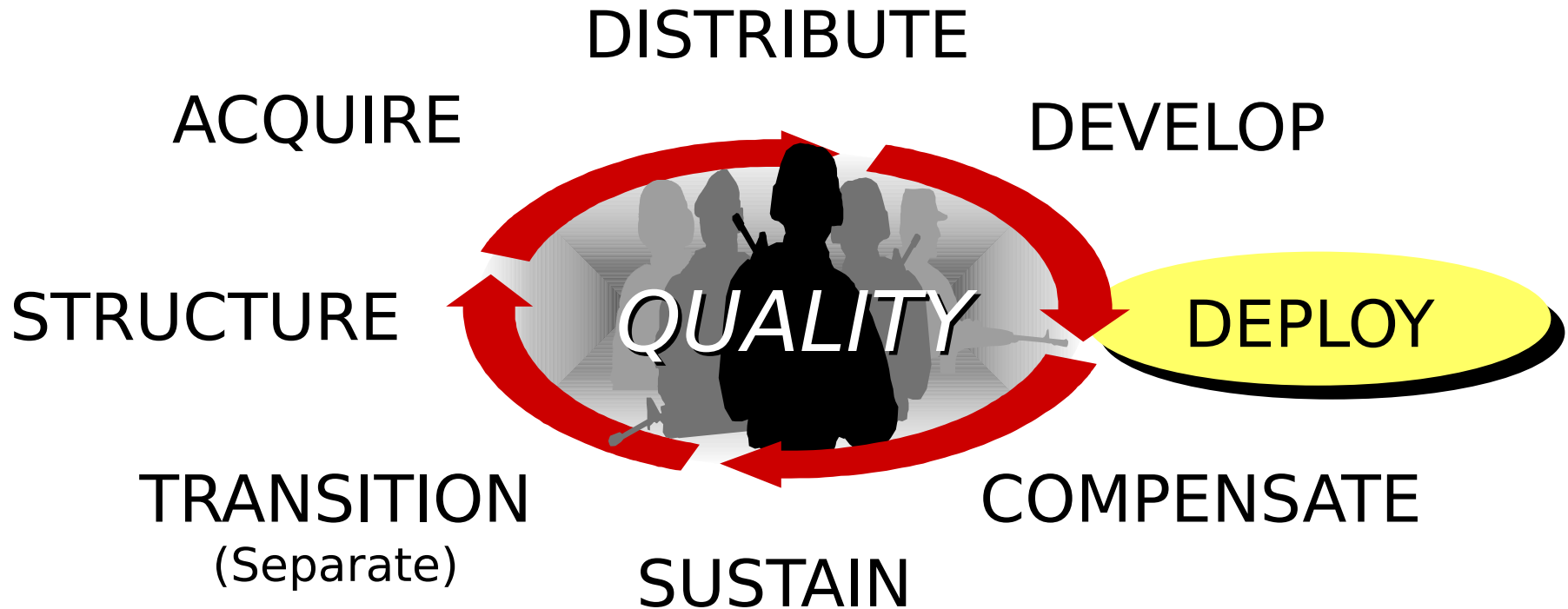
# Individual Development

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- DA PAM 600-3 Lifecycle
- Professional reading
- Continuing Education
  - Advanced college degrees
  - Conferences and workshops
  - Certification training (e.g. people soft)
- Professional HR Associations & certification  
(e.g. SHRM, HRCI)

# FA 43 Officer Deployment



## *Modularity Impact:*

- 1 FA43 MAJ is authorized in each UA/SBCT/SUA*
- Projecting 1 FA43 MAJ in each UEx & 1 FA43 LTC in*



# FA 43 World-wide Deployment



# Soldier's Creed

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**I am an American Soldier.**

**I am a Warrior and a member of a team. I serve the people of the United States and live the Army Values.**

***I will always place the mission first.***

***I will never accept defeat.***

***I will never quit.***

***I will never leave a fallen comrade.***

**I am disciplined, physically and mentally tough, trained and proficient in my warrior tasks and drills. I always maintain my arms, my equipment and myself.**

**I am an expert and I am a professional.**

**I stand ready to deploy, engage, and destroy the enemies of the United States of America in close combat.**

**I am a guardian of freedom and the American way of life.**

**I am an American Soldier.**

# Manning Strategies



**INTENT: Enhanced unit capabilities through stability, predictability, and cohesion with increased benefits to Soldiers and Families.**

## **Home-basing**

- Stabilizes Soldiers and Families upon initial assignment at MTOE Installations for extended tour
  - Provides stability and predictability for Soldiers and Families
  - Enables company grade horizontal and vertical cohesion
  - Provides support base for possible BRAC changes and is enhanced by flagship installations
- Lays groundwork for repetitive assignments

## **Lifecycle**

- Synchronizes Soldier's tour with the unit's (BCTs/UAs) operational cycle (36 months)
  - Increases operational capabilities of BCTs/UAs
  - Minimizes attrition (PCS/ETS) for deployed units
  - Provides horizontal & vertical cohesion

## **Cyclic**

- Provides periodic package replacements to "normalize" training cycle for units (headquarters/high demand, low density)
  - Enhances continuity of operations

# FA 43 Proponency Office

## Current Update & Issues

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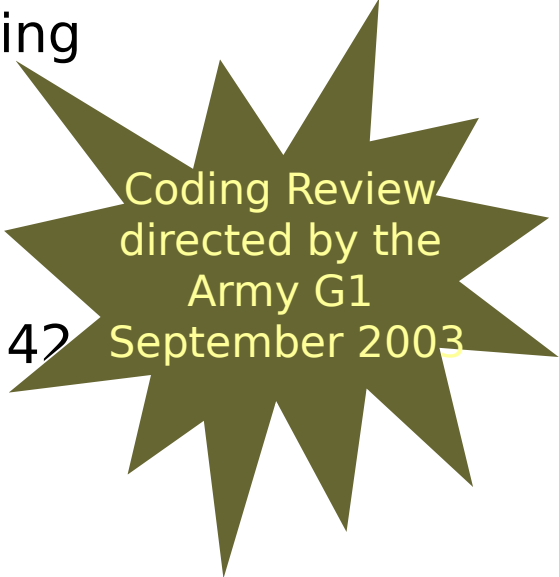


- Structure coding review for 01A/42/43 positions
- FA43 Council of Colonels
- FA43 Information Operations

# FA 43 AC Coding Review



- Scrub FA 43, BR 42, & O1A positions
  - Obtain duty descriptions to determine coding
  - Determine alignment of duty
  - Identify positions that are only 43
  - Identify positions that are only 42
  - Identify positions that could be both 43 or 42
  - Analyze and provide input on impact of Military to Civilian conversions
  - Recode positions accordingly
  - Obtain concurrence from HQDA as required
  - Recommend recoding of positions accordingly through world-wide staffing



Coding Review  
directed by the  
Army G1  
September 2003



# FA 43 RC Coding Review

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- Identify unique FA 43 coded positions
  - Identify FA 43 positions unique to National Guard
  - Identify FA 43 positions unique to Army Reserve
- Review recoding unique positions
  - Obtain duty descriptions to determine proper coding
  - Recommend recoding of positions accordingly through world-wide staffing
  - Address remaining unique positions and training requirements



# FA 43 Council of Colonels

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- Council of HR FA 43 leaders (AC & RC) that will discuss and recommend issues for the Army leadership and Adjutant General School that will affect FA 43 DOTMLPF.
- Needed to ensure a refined FA 43 path and the growth of a professional HR force
- Coordinated through the Chief, FA43 Proponency and AGS Commandant
- Approved by USA SSI CG
- 22 volunteers (as of 12 Feb 04)



# Getting the Word Out!

- You!
- Conferences:
  - **Personnel Leaders' Meeting (PLM)**
  - **ARNG Human Resources (MILPO) Conference**
  - **AR-PERSCOM Worldwide Senior Level Personnel Conference**
  - **Army-wide EOA Training Conference**
  - **Branch Week at CGSC**
- FA 43 Web Site (Downloadable Information Briefing)
- Post-FA43 Course surveys to graduates & supervisors (effective April 04)



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# Questions?